

2005 UPDATE
RECRUITMENT AND RETENTION OF TEACHERS IN MISSOURI PUBLIC SCHOOLS
A REPORT TO THE MISSOURI GENERAL ASSEMBLY

The statements below are an addition to the 2002, 2003, 2004 Updates and the December 2001 report *Recruitment and Retention of Teachers in Missouri Public Schools*.

Several key areas that continue to be monitored are:

- increasing the percent of teachers that are minority
- reviewing the age and experience of teachers for continued professional development and mentoring needs
- retaining teachers for a longer period of time.

Teacher Workforce Demographics

Gender & Race, Ethnicity

- The total number of classroom teachers decreased by .2% from 2004 to 2005
- From 2004 to 2005 the total number of black teachers decreased by 5.9% and remained only 7 % of the total teaching workforce.

Age & Experience

- 50% of our teachers have 10 years or less of experience
- This percentage is down .2% from 2004.

Teacher Workforce Dynamics

- District hiring rate increased to 11.3%, up 2.3% from 2004
- The percentage of district new hires that were first year teachers remained stable
- District new hires from out of state decreased by .4%
- District new hires from other districts increased by .7%
- Teachers leaving the classroom after only one to three years increased by 1.1%
- Teachers leaving the classroom after only one to five years increased 1.6%.

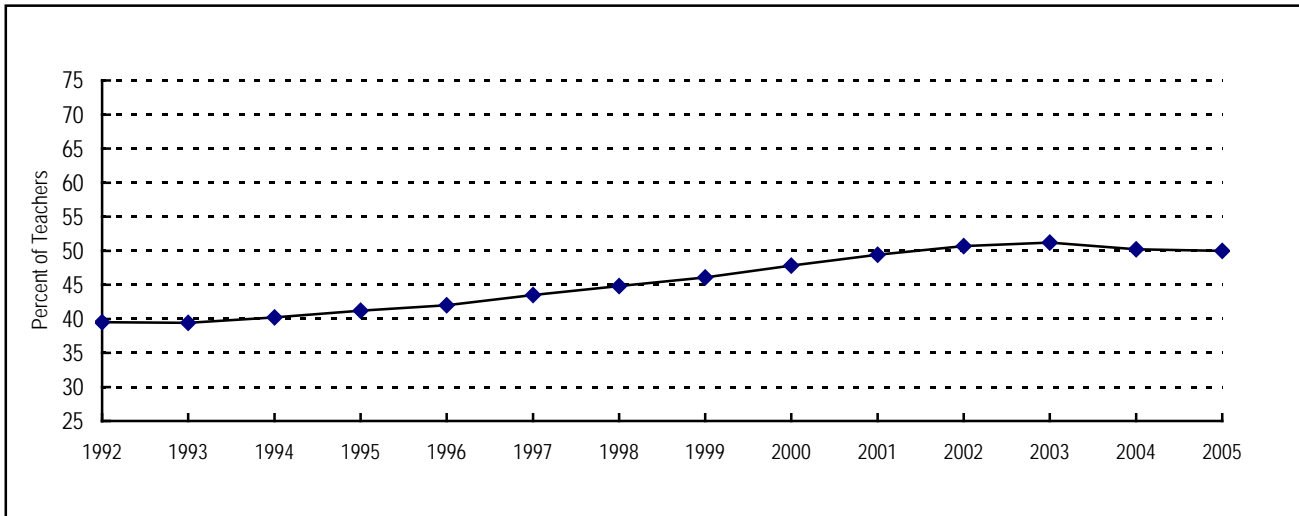
Gender and Race/Ethnicity Trends, 1993-2005

	1993	1994	1995	1996	1997	1998	1999	2000	2001	2002	2003	2004	2005
Total Teachers³	54,221	55,912	57,686	58,254	60,381	61,728	63,092	64,791	65,429	66,705	67,826	66,646	66,476
GENDER													
Female	76.7%	77.0%	77.3%	77.5%	77.7%	77.9%	78.1%	78.2%	78.3%	78.4%	78.3%	78.5%	78.6%
Male	23.3%	22.9%	22.7%	22.5%	22.3%	22.1%	21.9%	21.8%	21.7%	21.6%	21.7%	21.5%	21.4%
RACE/ETHNICITY													
WHITE	91.2%	91.4%	91.6%	91.8%	92.0%	92.1%	92.1%	91.9%	92.3%	92.2%	92.0%	92.1%	92.4%
Female	69.6%	70.1%	70.6%	71.0%	71.3%	71.6%	71.9%	71.8%	72.3%	72.3%	72.1%	72.3%	72.6%
Male	21.6%	21.2%	21.0%	20.9%	20.6%	20.5%	20.3%	20.1%	20.0%	19.9%	19.9%	19.8%	19.8%
BLACK	8.1%	8.0%	7.7%	7.5%	7.4%	7.2%	7.2%	7.4%	7.0%	7.0%	7.2%	7.0%	6.7%
Female	6.6%	6.5%	6.2%	6.1%	5.9%	5.8%	5.7%	5.8%	5.5%	5.5%	5.6%	5.5%	5.3%
Male	1.6%	1.5%	1.5%	1.4%	1.4%	1.4%	1.4%	1.6%	1.5%	1.5%	1.6%	1.5%	1.5%
OTHER⁴	0.6%	0.6%	0.6%	0.7%	0.7%	0.7%	0.7%	0.7%	0.7%	0.7%	0.8%	0.9%	0.8%

Age Trends, 1993-2005

AGE GROUP⁵	1993	1994	1995	1996	1997	1998	1999	2000	2001	2002	2003	2004	2005
20-29	12.0%	12.6%	13.5%	14.3%	15.2%	15.9%	16.4%	16.7%	16.6%	17.2%	17.0%	16.8%	16.8%
30-39	26.3%	25.2%	24.3%	23.6%	23.3%	23.1%	23.4%	23.9%	24.6%	25.2%	24.5%	26.0%	26.4%
40-49	39.6%	39.4%	38.9%	37.9%	36.0%	34.3%	32.3%	30.7%	29.3%	27.8%	27.9%	26.0%	25.4%
50-59	18.3%	19.0%	19.5%	20.7%	22.1%	23.3%	24.4%	25.1%	25.8%	26.0%	25.5%	26.8%	26.5%
60+	3.8%	3.8%	3.8%	3.6%	3.5%	3.4%	3.5%	3.6%	3.6%	3.8%	4.0%	4.4% ³	4.9%

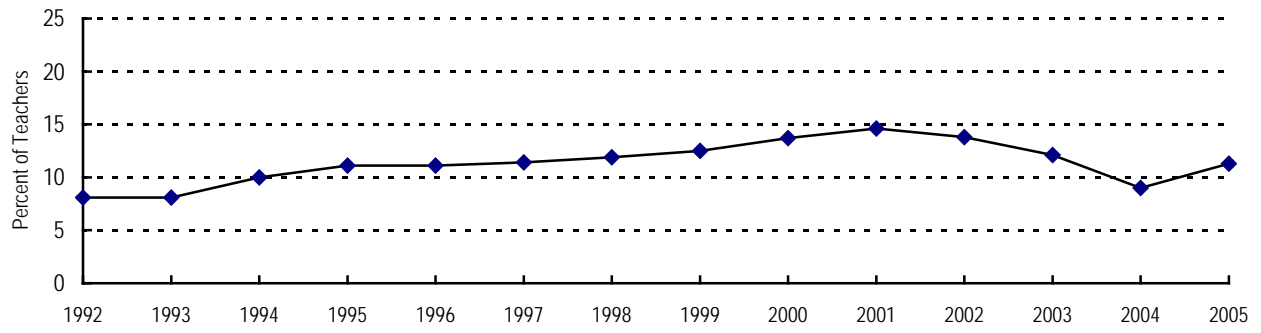
Percent of Teachers with 0-10 Years of Experience 1992 to 2005



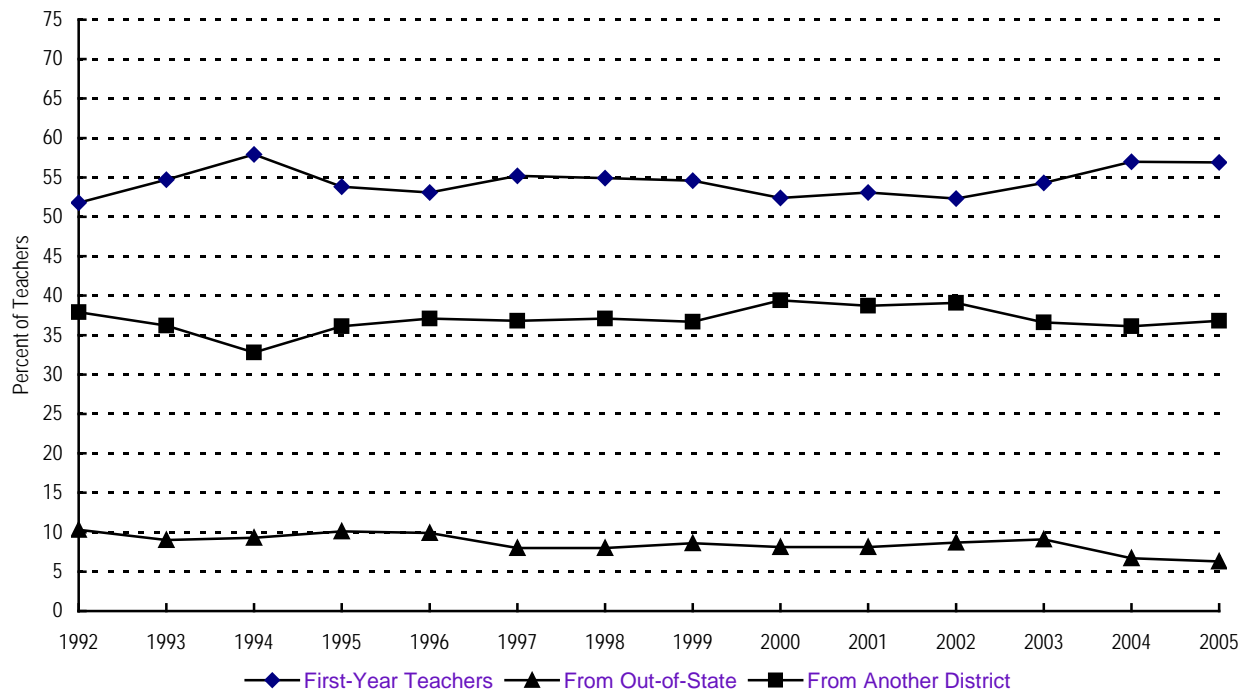
Experience Trends, 1993-2005

YEARS OF EXPERIENCE ⁶	1993	1994	1995	1996	1997	1998	1999	2000	2001	2002	2003	2004	2005
0-10	39.4%	40.2%	41.2%	42.0%	43.5%	44.8%	46.1%	47.8%	49.4%	50.7%	51.2%	50.2%	50.0%
0-5	20.9%	22.0%	23.5%	24.5%	26.3%	27.6%	28.5%	29.7%	30.6%	31.2%	30.8%	28.8%	28.2%
6-10	18.6%	18.2%	17.8%	17.5%	17.2%	17.2%	17.6%	18.1%	18.8%	19.5%	20.4%	21.4%	21.8%
11-20	34.9%	33.2%	31.6%	30.5%	29.2%	27.9%	27.1%	26.0%	25.5%	25%	24.9%	25.9%	26.6%
21-30	22.2%	23.1%	23.6%	24.0%	23.7%	23.6%	22.9%	22.0%	21.2%	20%	19.2%	19.1%	18.5%
31+	3.4%	3.5%	3.6%	3.6%	3.6%	3.8%	4.0%	4.2%	3.9%	4.4%	4.7%	4.9%	4.9%

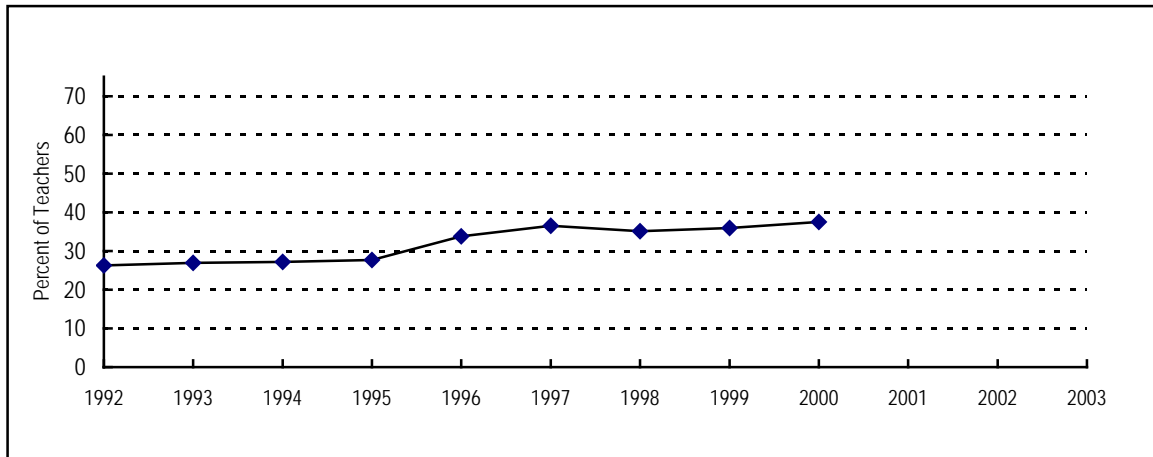
Hiring Rate 1992 to 2005



District New Hires 1992 to 2005



Teachers Leaving Missouri's Public School Work Force After 1-5 Years 1992 to 2000



Teachers Leaving Missouri's Public School Work Force, 1993-2005

	1993	1994	1995	1996	1997	1998	1999	2000	2001	2002	2003	2004	2005
Total Teachers	54,221	55,912	57,686	58,254	60,381	61,728	63,092	64,791	65,429	66,705	67,826	66,646	66,476
First-Year Teachers	2,401	3,223	3,429	3,424	3,804	4,030	4,313	4,646	5,064	4,802	4,439	3,428	4,285
<i>% of First-Year Teachers who left the classroom¹³--</i>													
After 1-3 Years	19.5%	19.3%	18.6%	21.7%	24.3%	25.3%	24.8%	26.0%	29.2%	30.3%			
After 1-5 Years	26.9%	27.2%	27.7%	33.8%	36.5%	35.1%	35.9%	37.5%					

Teachers entering Missouri's Public School Work Force, 1993-2005

	1993	1994	1995	1996	1997	1998	1999	2000	2001	2002	2003	2004	2005
Total Teachers	54,221	55,912	57,686	58,254	60,381	61,728	63,092	64,791	65,429	66,705	67,826	66,646	66,476
District New Hires⁷	4,387	5,565	6,375	6,454	6,891	7,340	7,896	8,859	9,529	9,189	8,176	6,012	7,531
Teacher Hiring Rate⁸	8.1%	10.0%	11.1%	11.1%	11.4%	11.9%	12.5%	13.7%	14.6%	13.8%	12.1%	9.0%	11.3%
<i>As a percent of Total Teachers, District New Hires who are --</i>													
First-Year Teachers⁹	4.4%	5.8%	5.9%	5.9%	6.3%	6.5%	6.8%	7.2%	7.7%	7.2%	6.5%	5.1%	6.5%
From Out-of-State¹⁰	0.7%	0.9%	1.1%	1.1%	0.9%	0.9%	1.1%	1.1%	1.2%	1.2%	1.1%	0.6%	0.7%
From Another District¹¹	2.9%	3.3%	4.0%	4.1%	4.2%	4.4%	4.6%	5.4%	5.6%	5.4%	4.4%	3.3%	4.2%
<i>Percent of District New Hires who are--</i>													
First-Year Teachers	54.7%	57.9%	53.8%	53.1%	55.2%	54.9%	54.6%	52.4%	53.1%	52.3%	54.3%	57%	56.9%
From Out-of-State	9.0%	9.3%	10.1%	9.9%	8.0%	8.0%	8.6%	8.1%	8.1%	8.7%	9.1%	6.7%	6.3%
From Another District	36.2%	32.8%	36.1%	37.1%	36.8%	37.1%	36.7%	39.4%	38.7%	39.1%	36.6%	36.1%	36.8%
Re-entrants¹²	3.2%	3.3%	3.3%	3.1%	4.1%	3.1%	3.2%	3.8%	3.5%	3.6%	3.4%	2.8%	3.0%